



News Release

For Immediate Release

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Southeast Indiana to receive \$975,000 aimed at creating new jobs in shortage occupations

COLUMBUS, Ind. (August 1, 2006) – Southeast Indiana will be awarded a grant from the state for \$975,576 to address projected occupational shortages in three key industries, Ron Stiver, commissioner of the Indiana Department of Workforce Development announced today.

The grant is part of the Daniels administration's Strategic Skills Initiative, a workforce development program started last year. It is being awarded to the regional workforce board on behalf of a consortium of workforce and economic development officials from the state's economic growth Region 9. The region is comprised of Bartholomew, Dearborn, Decatur, Franklin, Jackson, Jefferson, Jennings, Ohio, Ripley, and Switzerland counties.

"On behalf of Governor Mitch Daniels, we are excited to award this grant to help regional leaders launch three new initiatives in the health care, leadership skills training and engineering/embedded systems fields that will address key occupational and workforce shortages," Stiver said. "This grant is an important part of our efforts to foster growth in several industries that are critical to the region's long term economic success."

The grant will fund three specific solutions:

- *Embedded Systems Economic Growth Cluster* –The grant will target skilled workers in engineering and computerized controls and software. Five programs will be implemented in an embedded systems cluster to provide new training and advancement opportunities for this field. The grant will provide opportunities for advanced certification, training and skills improvement, awareness activities, internships and a technology commercialization pilot program. It is projected that 430 workers will participate in this initiative, with 203 workers receiving certifications and 323 placed into shortage occupations. An embedded system is a combination of computer hardware and software, either fixed in capability or programmable, that is specifically designed for a particular kind of application device. Industrial machines, automobiles, medical equipment, cameras, household appliances, airplanes, vending machines, cellular phones and PDAs are among the possible hosts of an embedded system.

- *Supervisory Leadership Academy* – A second portion of the grant will fund a Supervisory Leadership Academy to equip frontline supervisors and managers with the leadership skills and strategies that keep employee performance on track and aligned with business objectives. Classes will be delivered onsite at the participating company. Students will participate in a one- or two-year program and will receive nationally recognized workforce certifications. A total of 108 participants are expected under this proposal, with 108 projected to earn certifications.
- *Nursing Initiative* – The grant will fund new faculty positions at Ivy Tech Community College campuses throughout the region to boost the number of associate degree graduates in nursing. The region will also administer a forgivable loan program for Master degree candidates in nursing who teach nursing courses for students in the region. Loans of up to \$5,000 per year will be made to these candidates, with one third of the loan forgiven with each year of instruction. The initiative will result in an additional 70 nurses trained in the region.

“Taken together, these three solutions represent a creative approach in addressing three specific workforce needs the region has identified,” Stiver said. “These projects will help the region prepare Hoosiers for good paying jobs.”

The state’s Strategic Skills Initiative seeks to identify critical occupational and skill shortages and their causes throughout the state, and then fund grants to local consortia to develop solutions that address the shortages. Last year, a grant of \$211,541 was awarded to the region for research and to identify the occupations, industries and skills projected to be in short supply. Today’s grant provides the region with funds to build on that research through specific projects which address those shortages.

The Department of Workforce Development is charged with continually improving the Hoosier workforce by assisting companies to create new jobs and improve employee skills. The agency offers a variety of training and educational grants, partners with Indiana’s 26 WorkOne Centers, administers the unemployment insurance system, provides labor market information, assists employers with preparing workers for layoffs and closures and operates a statewide job placement service.

Indiana Department of Workforce Development

Strategic Skills Initiative

Economic Growth Region 9



Mitch Daniels, Governor
Ron Stiver, Commissioner
July 2006

About SSI

Governor Daniels' \$23 million Strategic Skills (SSI) Initiative aims to identify and alleviate job and skill shortages. The program will be carried out in Indiana's 11 economic regions through an ongoing process of identifying future shortages, determining the cause of those shortages, and developing solutions. Ultimately SSI will create jobs and increase personal income for Hoosiers.

About Region 9

- Population (July 2005)
317,287
 - Labor Force (May 2006)
168,779
 - Unemployment (May 2006)
4.8%
 - Per Capita Income
\$28,340 in 2004
- Source: www.hoosierdata.in.gov

Counties in Region 9

- Bartholomew
- Dearborn
- Decatur
- Franklin
- Jackson
- Jefferson
- Jennings
- Ohio
- Ripley
- Switzerland



INDIANA
WORKFORCE
DEVELOPMENT

Economic Growth Region 9

Economic Growth Region 9 is comprised of ten counties including: Bartholomew, Dearborn, Decatur, Franklin, Jackson, Jefferson, Jennings, Ohio, Ripley, and Switzerland. The SSI research & identification allocation was \$211,541. The awards allocation awarded is \$975,576. Methods used throughout the Research and ID phase were primary research that included surveys, focus groups, and personal interviews as well as secondary research.

Key Occupational Shortages

Projection 2005-2007

Registered Nurses	52
Licensed Practical Nurses	45

Emerging Industries / Occupations

Manufacturing: CNC Machining, Injection Molding Engineers, Mechanical Engineers, Nano Manufacturing Specialist, Microbedded Systems Specialist.

Information/Technology: Computer Aided Drafters, Software Engineers, Computer Repair, Webmasters, Computer Security, Geographical Information Systems (GIS) Technicians, Information Architects, Fiber Optics Technician

Root Causes

Education and Training: Capacity, Completion, and Placement

- Rapid increases in technology and increased demand for skills by employers
- Entry level workers lack base skills in healthcare

Pipeline and Career Awareness

- Students lack awareness of available jobs and skills needed

Wage Rates and Benefits

- Jobs in health care considered to be low-wage compared to other sectors
- Wage levels and work environment unattractive to "career changers"

Identified Solutions



Root Causes Continued

- **Employer HR Policies and Practices**
 - Increase in retirement, knowledge being lost, and the jobs causing stress and turnover
 - High turnover rate due to long hours in transportation industry
 - Working environment and conditions are too intense in the construction industry
- **Leakage and Brain Drain**
 - College students are less likely to return to the area because they do not see opportunities there

Identified Solutions

1.

Solution: <i>Embedded Systems Economic Growth Cluster</i>	Dollars Allotted: <i>\$234,360</i>
<p>Solution Description:</p> <p>To address the need for skilled workers in engineering and computerized control software Region 9 will be implementing five programs as part of an embedded systems cluster. The programs include Advanced Certifications, Training and Skills Improvement, Attraction and Awareness Events, Focused Internship programs and the Technology Commercialization Pilot program.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> • 430 Hoosiers participating in solution • 283 Hoosiers completing the solution • 203 certifications • 323 placed or promoted into shortage occupations

2.

Solution: <i>Supervisory Leadership Academy</i>	Dollars Allotted: <i>\$212,016</i>
<p>Solution Description:</p> <p>Region 9 will establish a training program which will train frontline supervisors and managers in leadership skills to help keep employees on track with business objectives. Participating companies can choose to participate in one or two year programs which will be administered on-site. Students will receive a nationally recognized workforce certification.</p>	<p>Outcomes Proposed</p> <ul style="list-style-type: none"> • 108 Hoosiers trained • 108 certifications earned • 86 placed or promoted into shortage occupations

Identified Solutions

3.

Solution: <i>Nursing Initiative</i>	Dollars Allotted: <i>\$529,200</i>
<p>Solution Description:</p> <p>The grant will fund additional nursing faculty positions at Ivy Tech Community College campuses throughout the region. Faculty will educate Nursing Associate Degree students. A loan will also be administered to Masters Degree Nursing students who will teach nursing courses for students in the region. Students will be eligible for up to \$5,000 in forgivable loans. One third of the loan will be forgiven for each year of instruction, with the full loan being forgiven after three years. Region 9's nursing initiative will allow more regional students to start in on a high wage career path and fill regional occupational shortages.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> • 70 Hoosiers trained • 70 degrees earned • 70 placed or promoted into shortage occupations

*Solution Totals**\$975,576**608 Hoosiers trained**381 certifications or degrees**479 placed in shortage occupations*